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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data cover the following disciplines: Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Sociology; Special Education (General); Student Counseling and Personnel Services; and Visual and Performing Arts. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1986-87 and the year 1989-90, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1986-87 AND 1989-90 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Sociology; Special Education; Speech Pathology/Audiology; Student Counseling and Personnel Services; and, Visual and Performing Arts

by
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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for the nation's private senior colleges and universities.

Salary data from each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines/major fields, 11 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985.

Each of the 11 disciplines/major fields herein presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's state (AASCU) study of 1986-87, 210 also participated in the 1989-90 study. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA's private study of 1986-87, 265 also participated in the 1989-90 study. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 11 individual disciplines/major fields for both the state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 12 individual disciplines/major fields between the two state studies and the two private studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 36 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendixes B (state) and C (private) of each discpline/major field included herein.

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SALARY-TREND STUDY OF FACULTY IN PHYSICAL EDUCATION
FOR THE YEARS
1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physical education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of physical education in the _CIP_ is as follows:

> An instructional program that describes the theories, methods, and techniques involved in teaching the subject matter of physical education.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1314.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private intitutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of physical education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of physical education in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.99 for assistant professors in the discipline/major field of physical education in the 1986-87 state study means that their salaries are approximately 1 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

STATE, 1986-87:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	38560	497	147	32080	563	156	26918	689	162	24150	53	40	22767	429	107	30091	2178	179
FAC MIX PCT:	0.23			0.26			0.32			0.02			0.20			1.00		
SALARY FACTOR:	0.97			0.98			0.99			0.92			1.06			0.92		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

STATE, 1989-90:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	45138	503	151	38054	559	158	31362	731	170	29088	84	64	25551	381	104	35251	2174	181
FAC MIX PCT:	0.23			0.26			0.34			0.04			0.18			1.00		
SALARY FACTOR:	0.96			0.99			0.98			1.12			1.04			0.92		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

PRIVATE, 1986-87:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	36218	135	69	29292	269	124	24406	301	129	20672	18	15	19894	208	84	26563	913	174
FAC MIX PCT:	0.15			0.29			0.33			0.02			0.23			1.00		
SALARY FACTOR:	0.91			0.94			0.96			0.83			0.97			0.85		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

PRIVATE, 1989-90:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	41620	153	73	34531	260	107	28267	276	123	28468	28	23	23371	187	77	31413	876	163
FAC MIX PCT:	0.17			0.30			0.32			0.03			0.21			1.00		
SALARY FACTOR:	0.88			0.94			0.92			0.96			0.97			0.84		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 179 of the 210 state (AASCU) institutions. The average salary of the 2,178 faculty was $30,091. This average salary was approximately 8 percent (0.92%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physical education was reported in 181 of the same 210 state (AASCU) institutions. The average salary of the 2,174 faculty was $35,251. This average salary was approximately 8 percent (0.92%) lower than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in physical education after three years in the state institutions studied was 17.1 percent ($35,251 minus $30,091 equals $5,160). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of physical education (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (17.2% minus 17.1% equals 0.1%) more than faculty in the discipline/major field of physical education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in physical education is very similar at the professor rank and the assistant professor rank in both the state studies: 0.23 vs. 0.32 (1986-87) and 0.23 vs. 0.34 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both of the state studies.

Finally, the hiring rate of new assistant professors in physical education is low in the state studies in both 1986-87: 2.4 percent (53/2,178) vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS, and in 1989-90: 3.9 percent (84/2,174) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of physical education is less than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 174 of the 265 private institutions. The average salary of the 913 faculty was $26,563. This average salary was approximately 15 percent (0.85%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/ major field of physical education was reported in 163 of the same 265 private institutions. The average salary of the 876 faculty was $31,413. This average salary was approximately 16 percent (0.84%) lower than the average salary of

$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 18.3 percent ($31,413 minus $26,653 equals $4,850). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of physical education (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (19.1% minus 18.3% equals 0.8%) more than faculty in the discipline/major field of physical education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the discipline/major field of physical education, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.15 vs. 0.33 (1986-87), and 0.17 vs. 0.32 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in physical education in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 2.0 percent (18/913) vs. 5.2 percent (1,279/27,249), and in 1989-90, 3.2 percent (28/876) vs. 5.2 percent

(1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of physical education lagged behind ALL MAJOR FIELDS in both the private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of physical education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,141 (3.8%) faculty in the discipline/major field of physical education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical education is currently (1989-90) some 8 and 16 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physical education in the private institutions was 13 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) still at 12 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in physical education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the physical education faculty in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Physical education faculty in both the state and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of physical education the assistant professor rank has a much greater percentage compared to the full professor rank for both the private studies. The full professor rank appears to be increasing at a similar rate in both the state and private institutions. It seems a slightly higher percentage of new assistant professors is being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in physical education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
    at Brockport (NY)
State University of New York College
    at Buffalo (NY)
State University of New York College
    at Fredonia (NY)
State University of New York College
    at Old Westbury (NY)
State University of New York College
    at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (S
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
    St. Croix
University of the Virgin Islands--
    St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical sciences in the CIP is as follows:

> An instructional program that generally describes the major topics, concepts, processes, and interrelationships of nonliving matter and associated phenomena.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National center for Education Statistics, [1985], p. 129.--40.0101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of physical sciences faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of physical sciences in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-867,STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of physical sciences in the 1986-87 state study means that their salaries are 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

STATE, 1986-87:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39080	193	42	32533	114	37	26545	106	40	25100	17	13	20933	25	16	33306	438	52
FAC MIX PCT:	0.44			0.26			0.24			0.04			0.06			1.00		
SALARY FACTOR:	0.98			1.00			0.98			0.96			0.98			1.02		

ALL MAJOR FIELDS

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		

STATE, 1989-90:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	45158	161	47	36406	88	37	31160	83	36	26351	22	12	22960	20	11	38408	352	52
FAC MIX PCT:	0.46			0.25			0.24			0.06			0.06			1.00		
SALARY FACTOR:	0.96			0.95			0.98			1.02			0.94			1.01		

ALL MAJOR FIELDS

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

PRIVATE, 1986-87:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	42301	92	18	29625	37	17	26262	54	24				16956	16	10	33628	197	35
FAC MIX PCT:	0.47			0.19			0.26						0.08			1.00		
SALARY FACTOR:	1.06			0.95			1.03						0.82			1.07		

ALL MAJOR FIELDS

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

PRIVATE, 1989-90:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	55896	143	11	42300	57	17	33296	57	17	27204	11	6	24516	5	5	47422	262	31
FAC MIX PCT:	0.55			0.22			0.22			0.04			0.02			1.00		
SALARY FACTOR:	1.18			1.15			1.09			0.91			1.01			1.27		

ALL MAJOR FIELDS

	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47397	9026		36865	8771		30261	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 52 of the 210 state (AASCU) institutions. The average salary of the 438 faculty was $33,306. This average salary was approximately 2 percent (1.02%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physical sciences was reported in 52 of the same 210 state (AASCU) institutions. The average salary of the 352 faculty was $38,408. This average salary was approximately 1 percent (1.01%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the physical sciences after three years in the state institutions studied was 15.3 percent ($38,408 minus $33,306 equals $5,102). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.5 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of physical sciences (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percentage points (17.2% minus 15.3% equals 1.9%) more than faculty in the discipline/major field of physical sciences. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salalries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in the physical sciences was higher at the professor rank than at the assistant professor rank in both of the state studies: 0.44 vs. 0.24 (1986-87), respectively; and 0.46 vs. 0.24 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the physical sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in physical sciences was greater than the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1986-87 state study: 3.9 percent (17/438) vs. 3.6 percent (1,869/51,460), respectively. Also, the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1989-90 state study was greater than the hiring rate of new assistant professors in physical sciences: 6.2 percent (22/352) vs. 5.2 percent (2,865/55,567), respectively. In other words the hiring rate in the discipline/major field of physical sciences was greater than ALL MAJOR FIELDS both in the 1986-87 and 1989-90 state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 35 of the 265 private institutions. The average salary of the 197 faculty was $33,628. This average salary was approximately 7 percent (1.07%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of physical sciences was reported in 31 of the same 265 private institutions. The average salary of the 262 faculty was $47,422. This average salary was approximately 27 percent (1.27%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in the physical sciences after three years in the private institutions studied was 41.0 percent ($47,422 minus $33,628 equals $13,794). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 27.2 percent or 9.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of physical sciences (41.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 21.9 percent (41.0% minus 19.1% equals 21.9%) less than faculty in the discipline/major field of physical sciences. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the "old" discipline/major field of physical sciences, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.47 vs. 0.26 (1986-87), respectively; and 0.55 vs. 0.22 (1989-90), respectively. This is very different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 0.0 percent (0/197) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 4.2 percent (11/262) vs. 5.2

percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of physical sciences was lower than ALL MAJOR FIELDS in the private studies of 1986-87 and 1989-90, respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS fields over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,249 faculty in the discipline/major field of physical sciences participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical sciences is currently (1989-90) 1 and 27 percent above the faculty salary factor of ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for physical sciences in the private institutions was approximately 2 percent more in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 23 percent more in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty, in the physical sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the physical sciences faculty in the state institutions was slightly ahead of faculty in ALL MAJOR FIELDS during this same period. Conversely, in the private institutions the physical science faculty salaries were considerably ahead of faculty in ALL MAJOR FIELDS. Physical sciences faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in the discipline/major field of physical sciences the full professor rank exceeded the assistant professor rank in both the state and private studies. The full professor rank appears to be increasing at the same rate in both the state and the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses studies will be effected in physical sciences, and in other disciplines/major fields, on an annual basis.

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- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and
  Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN PHYSICS
FOR THE YEARS
1986-87 AND 1989-90

By
Richard D. Howe
and
William Byrd

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of physics in the *CIP* is as follows:

> A group of instructional programs that describe the physical properties and interactions of matter and energy, including equilibrium, power, wave phenomena, mechanics, heat, electricity, magnetism, sound, light, special relativity, and the particular nature of matter.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 131.--40.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which paricipated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

In addition to listing the average salaries in physics for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) and using the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physics in the 1986-87 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of physics in the 1986-87 state study means that their salaries are approximately the same as the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

STATE, 1986-87:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40243	502	142	33375	277	121	27184	197	96	25245	26	22	21564	37	27	35143	1013	163
FAC MIX PCT:	0.50			0.27			0.19			0.03			0.04			1.00		
SALARY FACTOR:	1.01			1.02			1.00			0.96			1.00			1.08		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		

STATE, 1989-90:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	48048	518	146	39170	274	117	32024	219	106	29793	37	33	23951	41	29	41460	1052	166
FAC MIX PCT:	0.49			0.26			0.21			0.04			0.04			1.00		
SALARY FACTOR:	1.02			1.02			1.01			1.14			0.98			1.08		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

PRIVATE, 1986-87:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	44272	333	109	33058	207	105	26154	149	90	24605	24	23	21005	17	16	36600	706	170
FAC MIX PCT:	0.47			0.29			0.21			0.03			0.02			1.00		
SALARY FACTOR:	1.11			1.06			1.03			0.99			1.02			1.17		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

PRIVATE, 1989-90:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52386	354	121	38518	209	102	31349	172	97	29876	35	31	22695	11	11	43212	746	177
FAC MIX PCT:	0.47			0.28			0.23			0.05			0.01			1.00		
SALARY FACTOR:	1.11			1.04			1.02			1.00			0.94			1.15		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 163 of the 210 state (AASCU) institutions. The average salary of the 1013 faculty was $35,143. This average salary was approximately 8 percent (1.08%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physics was reported in 166 of the same 210 state (AASCU) institutions. The average salary of the 1,052 faculty was $41,460. This average salary was approximately 8 percent (1.08%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in physics after three years in the state institutions studied was 18.0 percent ($41,460 minus $35,143 equals $6,317). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of physics (18.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percentage points (18.0% minus 17.2% equals 0.8%) less than faculty in the discipline/major field of physics. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

Since the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.50 vs. 0.19 (1986-87) respectively; and 0.49 vs. 0.21 (1989-90) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to physics in both state studies.

Finally, the hiring rate of new assistant professors in physics is low in the state studies: 3.6 percent (26/1013) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in physics in 1989-90 was 3.5 percent (37/1,052) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of physics is equal with ALL MAJOR FIELDS in the state study of 1986-87 and less in the state study of 1989-90 in comparison to ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 170 of the 265 private institutions. The average salary of the 706 faculty was $36,600. This average salary was approximately 17 percent (1.17%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of physics was reported in 177 of the same 265 private institutions. The average salary of the 746 faculty was $43,212. This average salary was approximately 15 percent (1.15%) higher than the average salary of

$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 18.1 percent ($43,212 minus $36,600 equals $6,612). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.3 percent or 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of physics (18.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (19.1% minus 18.1% equals 1.0%) more than faculty in the discipline/major field of physics. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

Because the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.47 vs. 0.21 (1986-87) respectively; and 0.47 vs. 0.23 (1989-90) respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87) respectively; and 0.32 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than physics in both private studies.

Finally, the hiring rate of new assistant professors in physics lagged behind ALL MAJOR FIELDS in the 1986-87 private study, 3.4 percent (24/706) vs. 4.7 percent (1,279/27,249) respectively; and the 1989-90 private study, 4.7 percent (35/746) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of physics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,517 (2.2%) faculty in the discipline/major field of physics participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physics is currently (1988-89) some 8 and 15 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physics in the private institutions was approximately 4 percent more in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) approximately 4 percent more compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in physics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Physics average faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during this same period, whereas the physics average faculty salaries in the private institutions lagged slightly behind faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of physics is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions. It seems a similar percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in physics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Byrd is professor of physics at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
FOREIGN LANGUAGES
GEOLOGY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and
  Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of political science and government in the _CIP_ is as follows:

> An instructional program that describes and analyzes political institutions and processes, including the origin, development, geographical units, forms, sources of authority, powers, purposes, functions, and operations of government.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.1001.)]

This article presents a summary of the overall average salary increases in the discipline/major of political science and government from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

This study lists the average salaries of political science and government faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are using with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of political science and government in the 1986-87 state study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of political science and government in the 1986-87 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

DISCIPLINE: SOCIAL SCIENCES

STATE, 1986-87: MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39436	476	144	31953	388	139	25382	252	117	22453	28	23	21274	41	29	33222	1157	169
FAC MIX PCT:	0.41			0.34			0.22			0.02			0.04			1.00		
SALARY FACTOR:	0.99			0.98			0.94			0.86			0.99			1.02		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		

DISCIPLINE: SOCIAL SCIENCES

STATE, 1989-90: MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	46103	521	157	37480	332	134	29794	321	133	28352	80	55	24609	43	32	38689	1217	173
FAC MIX PCT:	0.43			0.27			0.26			0.07			0.04			1.00		
SALARY FACTOR:	0.98			0.98			0.94			1.09			1.00			1.01		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

DISCIPLINE: SOCIAL SCIENCES

PRIVATE, 1986-87: MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40774	235	115	30529	222	115	23971	208	112	23143	40	32	19918	24	22	31674	689	183
FAC MIX PCT:	0.34			0.32			0.30			0.06			0.03			1.00		
SALARY FACTOR:	1.02			0.98			0.94			0.93			0.97			1.01		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES

PRIVATE, 1989-90: MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47475	254	125	36410	216	120	29263	218	106	27173	40	34	25666	24	22	37807	712	180
FAC MIX PCT:	0.36			0.30			0.31			0.06			0.03			1.00		
SALARY FACTOR:	1.00			0.99			0.96			0.91			1.06			1.01		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 169 of the 210 state (AASCU) institutions. The average salary of the 1,157 faculty was $33,222. This average salary was approximately 2 percent (1.02%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of political science and government was reported in 173 of the same 210 state (AASCU) institutions. The average salary of the 1,217 faculty was $38,689. This average salary was approximately 1 percent (1.01%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in political science and government after three years in the state institutions studied was 16.5 percent ($38,689 minus $33,222 equals $5,467). The CPI reported an increas in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.7 percent or an average of 0.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major of political science and government (16.5), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percentage points (17.2% minus 16.5% equals 0.7%) more than faculty in the discipline/major field of political science and government. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an averagte of 1.1 percent per year.

The reader may note that the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank in both the state studies: 0.41 vs. 0.22 (1986-87) and 0.43 vs. 0.26 (1989-90). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both of the state studies.

Finally, the hiring rate of new assistant professors in political science and government lagged behind ALL MAJOR FIELDS in the 1986-87 state study, 2.4 percent (28/1,157) vs. 3.6 percent (1,869/51,460). However, the hiring rate exceeded ALL MAJOR FIELDS in the 1989-90 state study, 6.6 percent (80/1,217) vs. 5.2 percent (2,865/55,567). In other words the hiring rate in the discipline/major field of political science and government was less than for ALL MAJOR FIELDS in 1986-87, but greater in the current study.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 183 of the 265 private institutions. The average salary of the 689 faculty was $31,674. This average salary was approximately 1 percent (1.01%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of political science and government was reported in 180 of the same 265 private institutions. The average salary of the 712 faculty was $37,807.

This average salary was approximately 1 percent (1.01%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 19.4 percent ($37,807 minus $31,674 equals $6,133). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 5.6 percent or 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of political science and government (19.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.3 percent (19.1% minus 19.4% equals -0.3%) less than faculty in the discipline/major field of political science and government. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.4 percent or an average of 1.8 percent over the three year period.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.34 vs. 0.30 (1986-87) and 0.36 vs. 0.31 (1989-90). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL MAJOR FIELDS in the 1986-87 private study, 5.8 percent (40/689) vs. 4.7 (1,279/27,249). In the 1989-90 private study the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL

MAJOR FIELDS, 5.6 (40/712) vs. 5.2 percent (1,476/28,609). In other words the hiring rate in the discipline/major field of political science and government 1986-87 and 1989-90 private studies exceeds the hiring rate in ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of political science and government and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) and the other for private institutions were conducted for the "baseline year" and the "trend year"--a total of four studies. A total of 3,775 (2.3 %) faculty in the discipline/major field of political science and government participated and were included in the overall 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the "baseline year" and the "trend year".

Although many interpolations and extrapolations of the data can be made, a few of the more important ones are as follows. First, the faculty salary factor of the discipline/major field of political science and government is currently (1989-1989) some 1 percent above the overall average faculty salary of ALL MAJOR FIELDS in both the state and private studies. The average faculty salary for political science and government in the private institutions in both studies was approximately 1 percent less in comparison to that in the state institutions.

Second, the CPI of October 1989, in comparison the the CPI of October 1986, indicates that the faculty in political science and government, in both the state and private institutions, received overall salary increases for three years above the cost-of-living.

Third, in the discipline/major field of political science and government the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at an equal rate in both the state institutions and the private institutions. It seems a higher percentage of new assistant professors are being hired in both types of institutions in 1989-90 in comparison to 1986-87.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in political science and government, and in other disciplines/major fields, on an annual basis.

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APPENDICES:
- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
James D. Long

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including psychology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of psychology in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the behavior and experience of people.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 134.--42.)]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

This study lists the average salaries of psychology faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of psychology in the 1986-87 state study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of psychology in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87: DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
AVERAGE SALARY:	39421	926	173	32206	702	173	25969	477	157	24311	87	60	20499	52	34	33642	2157	191
FAC MIX PCT:	0.43			0.33			0.22			0.04			0.02			1.00		
SALARY FACTOR:	0.99			0.99			0.96			0.93			0.95			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90: DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
AVERAGE SALARY:	46521	1002	176	37495	657	173	30135	554	167	28652	129	81	23620	64	48	39286	2277	197
FAC MIX PCT:	0.44			0.29			0.42			0.06			0.03			1.00		
SALARY FACTOR:	0.99			0.98			0.95			1.10			0.96			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55672	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87: DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
AVERAGE SALARY:	39105	412	159	29411	380	173	23760	322	170	22765	63	51	18959	40	34	30933	1154	236
FAC MIX PCT:	0.36			0.33			0.28			0.05			0.03			1.00		
SALARY FACTOR:	0.98			0.94			0.93			0.91			0.92			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
AVERAGE SALARY:	45197	428	175	34600	379	176	28598	334	172	26742	70	60	21911	32	27	36411	1173	237
FAC MIX PCT:	0.36			0.32			0.28			0.06			0.03			1.00		
SALARY FACTOR:	0.95			0.94			0.93			0.90			0.91			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 191 of the 210 state (AASCU) institutions. The average salary of the 2,157 faculty was $33,642. This average salary was approximately 3 percent (1.03%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of psychology was reported in 197 of the same 210 state (AASCU) institutions. The average salary of the 2,287 faculty was $39,286. This average salary was approximately 3 percent (1.03%) higher than the average salary of $38,213 for all 56,672 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in psychology after three years in the state institutions studied was 16.8 percent ($39,286 minus $33,642 equals $5,644). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.0 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of psychology (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.4 percentage points (17.2% minus 16.8% equals 0.4%) more than faculty in the discipline/major field of psychology. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in psychology in the state studies is higher at the professor rank than at the assistant professor rank: 0.43 vs 0.22 (1986-87), respectively and 0.44 vs 0.22 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to psychology in both of the state studies.

Finally, the hiring rate of new assistant professors in psychology was higher in the state study of 1986-87 compared to ALL MAJOR FIELDS: 4.0 percent (87/2,157) vs. 3.6 percent (1,869/51,460), respectively. Also, the hiring rate of new assistant professors in psychology in the 1989-90 state study was higher in comparison to that of ALL MAJOR FIELDS: 5.7 percent (129/2,777) vs. 5.1 percent (2,865/55,672), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 236 of the 265 private institutions. The average salary of the 1,154 faculty was $30,933. This average salary was approximately 2 percent (0.98%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of psychology was reported in 237 of the same 265 private institutions. The average salary of the 1,173 faculty was $36,411. This average salary was approximately 3 percent (0.97%) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.7 percent ($36,411 minus $30,933 equals $5,478). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.9 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of psychology (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.1% minus 17.7% equals 1.4%) more than faculty in the discipline/major field of psychology. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.36 vs. 0.28 (1986-87), respectively; and 0.36 vs. 0.28 (1989-90), respectively. This is different from that of ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in psychology in the 1986-87 private study was slightly higher than the hiring rate in ALL MAJOR FIELDS, 5.5 percent (63/1,154) vs. 4.7 percent (1,279/27,249), respectively. Also, in the 1989-90 private study, the hiring rate of new assistant professors in psychology was greater in comparison to ALL MAJOR FIELDS, 6.0 percent (70/1,173) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate of new assistant professors in the discipline/major field ofpsychology exceeded the hiring rate of ALL MAJOR FIELDS in both the 1986-87 and the 1989-90 private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of psychology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,761 (4.2 %) faculty in the discipline/major field of psychology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of psychology is currently (1989-90) some 3 percent above and 3 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for psychology in the private institutions in 1986-87 was approximately 9 percent less in comparison to that in the state institutions. The average faculty salary in the private institutions is now (1989-90) approximately 8 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in psychology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Psychology faculty salary increases in both the state and private institutions lagged behind that of ALL MAJOR FIELDS during this same period. Psychology faculty in the private institutions have some catching up to do in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of psychology the full professor rank has a greater percentage compared to assistant professor ranks for both the state and private studies. The full professor rank appears to be increasing slightly in the state institutions, in comparison to the private institutions. It seems an equal percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in psychology, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author James D. Long is professor of psychology and chairperson of the Department of Psychology at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
 at Brockport (NY)
State University of New York College
 at Buffalo (NY)
State University of New York College
 at Fredonia (NY)
State University of New York College
 at Old Westbury (NY)
State University of New York College
 at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
 St. Croix
University of the Virgin Islands--
 St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN READING EDUCATION
FOR THE YEARS
1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including reading education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of reading education in the _CIP_ is as follows:

> An instructional program that describes the theories, methods, and techniques of designing, implementing, and evaluating programs which prepare, upgrade, or retrain students in reading the language arts.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1315.)]

This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of reading education faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years(1986--87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing period power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of reading education in the 1986-87 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of reading education in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	37288	63	21	29861	45	23	25577	31	19	22977	4	4	19750	7	7	31671	146	34
FAC MIX PCT:	0.43			0.31			0.21			0.03			0.05			1.00		
SALARY FACTOR:	0.94			0.91			0.94			0.88			0.92			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	45055	50	19	36911	36	19	30359	37	20	29240	5	5	24111	17	8	36533	140	29
FAC MIX PCT:	0.36			0.26			0.26			0.04			0.12			1.00		
SALARY FACTOR:	0.96			0.96			0.95			1.12			0.98			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	45550	12	2	35300	16	6	23276	10	8	21909	2	2	18547	3	3	34141	41	16
FAC MIX PCT:	0.29			0.39			0.24			0.05			0.07			1.00		
SALARY FACTOR:	1.14			1.13			0.91			0.88			0.90			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	37998	2	2	33398	4	4	25927	4	4				20000	1	1	30299	11	10
FAC MIX PCT:	0.18			0.36			0.36						0.09			1.00		
SALARY FACTOR:	0.80			0.91			0.85						0.83			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 34 of the 210 state (AASCU) institutions. The average salary of the 146 faculty was $31,671. This average salary was 3 percent lower (0.97%) than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of reading education was reported in 29 of the same 210 state (AASCU) institutions. The average salary of the 140 faculty was $36,533. This average salary was about 4 percent lower (0.96%) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

The increase in average salaries for all faculty in reading education after three years in the state institutions studied was 15.4 percent ($36,533 minus $31,671 equals $4,862). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.6 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of reading education (15.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percentage points (17.2% minus 15.4% equals 1.8%) more than faculty in the discipline/major field of reading education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentages in reading education are much higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor are 0.43 and 0.21 (1986-87) respectively; and 0.36 and 0.26 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.28 (1986-87) and 0.34 and 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors compared to reading education in both the state studies.

Finally, the hiring rate of new assistant professors in reading education was lower in the 1986-87 state study when compared to ALL MAJOR FIELDS: 2.7 percent (4/146) vs. 3.6 percent (1,869/51,46), respectively. In the 1989-90 study, the hiring rate of new assistant professors in reading education was again slightly lower than that of ALL MAJOR FIELDS: 3.6 percent (5/140) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 16 of the 265 private institutions. The average salary of the 41 faculty was $34,141. This average salary was approximately 9 percent (1.09%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of reading education was reported in 10 of the same 265 private institutions. The average salary of the 11 faculty was $30,299. This average salary was approximately 19 percent (0.81%) lower than the average of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The decrease in average salaries for all faculty in reading education after three years in the private institutions studied was minus 11.3 percent ($30,299 minus $34,141 equals $-3,842). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" decrease, therefore, in average faculty salaries over the three-year time period is -25.1 percent or 8.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of reading education (11.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 30.1 percent (19.1% plus 11.3% equals 30.4%) more than faculty in the discipline/major field of reading education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

The reader may note that in the field of reading education, the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private study for 1986-87: 0.29 vs. 0.24 (1986-87), respectively. However, in 1989-90 the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 0.18 vs. 0.36, respectively. In contrast, the faculty mix percentage at the professor rank equals that at the assistant professor rank for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1986-87), respectively; and 0.32 vs 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education in the private studies was greater than the hiring rate in ALL MAJOR FIELDS in 1986-87: 4.9 percent (2/41) vs. 4.7 percent (1,279/ 27,249), respectively; and in 1989-90 the hiring rate of new assistant professors in reading education in the private studies was much less than the hiring rate in ALL MAJOR FIELDS: 0.0 percent (0/11) vs. 5.2 percent (1,476/ 28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of reading education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 338 (.2%) faculty in the discipline/major field of reading education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of reading education is currently (1989-90) 4 and 19 percent lower in the state and private institutions, respectively, than the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for reading education in the private institutions was higher, 8 percent, in comparison to that in the state institutions in 1986-87. The faculty salary average in the state institutions is now (1989-90), 21 percent greater compared to that for the private institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in reading education received overall salary increases for three years above the cost- of-living. The salary increases of reading education faculty in the state and private institutions lagged behind those faculty salaries in ALL MAJOR FIELDS during this same period. Reading education faculty in the private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of reading education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions, however, in the private institutions the assistant professor rank has a much higher percentage compared to the full professor rank. The assistant professor rank appears to be increasing at the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in reading education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
    South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
    at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
    & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
    at Brockport (NY)
State University of New York College
    at Buffalo (NY)
State University of New York College
    at Fredonia (NY)
State University of New York College
    at Old Westbury (NY)
State University of New York College
    at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
    St. Croix
University of the Virgin Islands--
    St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and
  Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY
FOR THE YEARS
1986-87 AND 1989-90

By
Richard D. Howe
and M. Faye Sawyer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 19898-9089. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 3645 selected academic disciplines including sociology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of sociology in the CIP is as follows:

> An instructional program that describes human society, social institutions, and social relationships, including the development, purposes, structures, and functions of human groups.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of sociology faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of sociology in the 1986-87 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of sociology in the 1986-87 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY											
AVERAGE SALARY:	38763	453	138	31814	473	143	25782	372	135	23027	60	48	20201	37	30	32169	1335	171
FAC MIX PCT:	0.34			0.35			0.28			0.04			0.03			1.00		
SALARY FACTOR:	0.97			0.97			0.95			0.88			0.94			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY											
AVERAGE SALARY:	45622	511	141	37071	444	143	29920	347	127	28140	58	46	24390	45	30	38049	1347	168
FAC MIX PCT:	0.38			0.33			0.26			0.04			0.03			1.00		
SALARY FACTOR:	0.97			0.97			0.94			1.08			1.00			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY											
AVERAGE SALARY:	38037	202	112	28675	277	150	23848	244	131	22366	33	28	19110	33	28	29201	756	210
FAC MIX PCT:	0.27			0.37			0.32			0.04			0.04			1.00		
SALARY FACTOR:	0.95			0.92			0.94			0.90			0.93			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY											
AVERAGE SALARY:	44700	214	116	34078	270	142	28460	192	117	26069	31	24	23000	23	21	35422	699	200
FAC MIX PCT:	0.31			0.39			0.27			0.04			0.03			1.00		
SALARY FACTOR:	0.94			0.92			0.93			0.88			0.95			0.95		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 171 of the 210 state (AASCU) institutions. The average salary of the 1,335 faculty was $32,169. This average salary was 1 percent less (0.99%) than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of sociology was reported in 168 of the same 210 state (AASCU) institutions. The average salary of the 1,347 faculty was $38,049. This average salary was approximately the same (1.00) as the average salary of $38,049 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in sociology after three years in the state institutions studied was 18.3 percent ($38,049 minus $32,169 equals $5,880). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of sociology (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percentage points (18.3% minus 17.2% equals 1.1%) less than faculty in the discipline/major field of sociology. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in sociology in the 19865-876 state study is higher at the professor rank than at the assistant professor rank: 0.34 vs 0.28, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words the discipline/major field of sociology and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in sociology was low in the 1986-87 state study: 4.5 percent (60/1,335) vs. 3.6 percent (1,869 /51,460) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in sociology in the 1989-90 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.3 percent (58/1,347) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 210 of the 265 private institutions. The average salary of the 756 faculty was $29,201. This average salary was 7 percent (0.93%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of sociology was reported in 200 of the same 265 private institutions. The average salary of the 699 faculty was $35,422. This average salary was 5 percent (0.95%) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 22.1 percent ($35,422 minus $29,021 equals $6,401). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries in sociology over the three-year time period is 8.3 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison therefore, the faculty in the discipline/ major field of sociology (22.1%), increased their salaries by 2 percent (22.1% minus 19.9% equals 2%) more than faculty in ALL MAJOR FIELDS. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an aveerage of 1.8 percent per year over the three-year period.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the 1986-87 study: 0.27 vs. 0.32, respectively; and conversely, it is greater in 1989-90: 0.31 vs. 0.27 respectively. The faculty mix percentage is the same at the professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology in the private study was lower than the hiring rate in ALL MAJOR FIELDS, 4.4 percent (33/756) vs. 4.7 percent (1,279/27,249), respectively. And, the hiring rate of new assistant professors in sociology in the 1989-90 private study was higher in comparison to that of ALL MAJOR FIELDS: 4.4 percent (31/699) vs. 5.2 percent (1,476/28,609), respectively. In other words, the hiring rate of new assistant professors in the discipline/ major field of sociology lagged behind ALL MAJOR FIELDS both in the 1986-87 private study and in the 1989-90 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of sociology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,137 (2.5%) faculty in the discipline/major field of sociology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of sociology is currently (1989-90) equal to and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for sociology in the private institutions was 10 percent less in comparison to that in the state institutions in 1986-87. The overall average faculty salary in the private institutions is now (1989-90) approximately 7 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in sociology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Sociology faculty salary increases in the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Sociology faculty in the pruvate institutions have some catching up to do in comparison to their colleagues in state institutions.

Third, in the discipline/major field of sociology the assistant professor rank in 1989-90 has a lower percentage compared to full professor rank for the state and the private studies. The full professor rank appears to be increasing rapidly in both the state and private institutions. It seems a goodly percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in sociology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
    South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
    at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
    & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and
   Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION (GENERAL)

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including special education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of special education in the *CIP* is as follows:

> A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students whose physical, emotional, mental, or social needs require a special curriculum and educational setting.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 68.--13.10.)]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of special education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between 1986-87 and 1989-90.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of special education in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of special education in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL																		
STATE, 1986-87:																		
AVERAGE SALARY:	38951	211	66	31400	196	77	26092	160	62	24558	19	15	21050	38	22	31979	605	84
FAC MIX PCT:	0.35			0.32			0.26			0.03			0.06			1.00		
SALARY FACTOR:	0.98			0.96			0.96			0.94			0.98			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL																		
STATE, 1989-90:																		
AVERAGE SALARY:	46446	215	63	37698	192	73	30920	146	63	28501	24	18	25503	32	23	38554	585	82
FAC MIX PCT:	0.37			0.33			0.25			0.04			0.05			1.00		
SALARY FACTOR:	0.99			0.98			0.97			1.09			1.04			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL																		
PRIVATE, 1986-87:																		
AVERAGE SALARY:	38199	17	10	27129	37	26	22858	22	18	22033	3	3	17908	7	6	27487	83	40
FAC MIX PCT:	0.20			0.45			0.27			0.04			0.08			1.00		
SALARY FACTOR:	0.95			0.87			0.90			0.88			0.87			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	43149	18	9	32641	30	22	27459	32	21	25155	6	5	23983	4	4	32506	84	35
FAC MIX PCT:	0.21			0.36			0.38			0.07			0.05			1.00		
SALARY FACTOR:	0.91			0.89			0.90			0.84			0.99			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 84 of the 210 state (AASCU) institutions. The average salary of the 605 faculty was $31,979. This average salary was approximately 2 percent (0.98%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of special education was reported in 84 of the same 210 state (AASCU) institutions. The average salary of the 585 faculty was $38,554. This average salary was 1 percent (1.01%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in special education after three years in the state institutions studied was 20.5 percent ($38,554 minus $31,979 equals $6,575). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 6.7 percent or an average of 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of special education (20.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.3 percentage points (20.5% minus 17.2% equals 3.3%) less than faculty in the discipline/major field of special education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentages in special education are higher at the professor rank than at the assistant professor rank in both state studies. The faculty mix percentage of professor and assistant professor are 0.35 and 0.26 (1986-87) respectively; and 0.37 and 0.25 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.28 (1986-87) and 0.34 and 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of full and a higher percentage of assistant professors when compared to special education in both the 1986-87 and 1989-90 state studies.

Finally, the hiring rate of new assistant professors in special education in the 1986-87 state study was lower than that of ALL MAJOR FIELDS: 3.1 percent (19/605) vs. 3.6 percent (1,869/51,460), respectively. In 1989-90, the hiring rate of new assistant professors in special education was also lower than that of ALL MAJOR FIELDS: 4.1 percent (24/585) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 40 of the 265 private institutions. The average salary of the 83 faculty was $27,487. This average salary was approximately 12 percent (0.88%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of special education was reported in 35 of the same 265 private institutions. The average salary of the 84 faculty was $32,506. This average salary was approximately 13 percent (0.87%) lower than the average of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 18.3 percent ($32,506 minus $27,487 equals $5,019). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of special education (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (18.3% minus 19.1% equals -0.8%) more than faculty in the discipline/major field of special education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

The reader may note that in the field of special education, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in the private studies: 0.20 vs. 0.27 (1986-87), respectively; and 0.21 vs. 0.38 (1989-90), respectively. These proportions differ from the FAC MIX PCT at the same ranks for ALL MAJOR FIELDS in both private studies where they are almost uniform: 0.31 vs 0.31 (1986-87), respectively; and 0.32 vs 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and lower percentage of assistant professors compared to special education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in special education in the 1986-87 private study was lower than the hiring rate in ALL MAJOR FIELDS: 3.6 percent (3/83) vs. 4.7 percent (1,279/27,249), respectively. In 1989-90, the hiring rate was higher at the assistant rank than for ALL MAJOR FIELDS: 7.1 percent (6/84) vs. 5.2 percent (1,476/ 28,698), respectively. In other words the hiring rate in the discipline/ major field of special education was lower than that for ALL MAJOR FIELDS in 1986-87, and the hiring rate was higher for the discipline/major field of special education in 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of special education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,357 faculty in the discipline/major field of special education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of special education is currently (1989-90) some 1 and 13 percent higher in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for special education in the private institutions was considerably lower (16%) in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90), approximately 9 percent less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in special education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of special education faculty in the state study exceeded faculty in ALL MAJOR FIELDS during this same period but was less for the private institutions. Special education faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, in 1989-90 the discipline/major field of special education has a lower percentage at the assistant professor rank compared to the full professor rank in the state but it is just the opposite in the private institutions. The professor rank appears to be increasing more rapidly in the state institutions. It seems a larger percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in special education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- BUSINESS ADMINISTRATION AND MANAGEMENT
- BUSINESS AND MANAGEMENT
- BUSINESS ECONOMICS
- CHEMISTRY
- COMMUNICATION TECHNOLOGIES
- COMMUNICATIONS
- COMPUTER & INFORMATION SCIENCES
- CURRICULUM AND INSTRUCTION
- DRAMATIC ARTS
- DRAWING
- EDUCATION
- ENGINEERING
- FOREIGN LANGUAGES
- GEOLOGY
- HOME ECONOMICS
- LETTERS
- LIBRARY AND ARCHIVAL SCIENCES
- LIFE SCIENCES
- MATHEMATICS
- MULTI-INTERDISCIPLINARY STUDIES
- MUSIC
- NURSING
- PHILOSOPHY AND RELIGION
- PHYSICAL EDUCATION
- PHYSICAL SCIENCES
- PHYSICS
- POLITICAL SCIENCE AND GOVERNMENT
- PSYCHOLOGY
- READING EDUCATION
- SECRETARIAL AND RELATED PROGRAMS
- SOCIOLOGY
- SPECIAL EDUCATION
- SPEECH PATHOLOGY/AUDIOLOGY
- STUDENT COUNSELING AND PERSONNEL SERVICES
- VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (S
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including speech/language pathology and audiology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of speech/language pathology and audiology in the _CIP_ is as follows:

> An instructional program that describes the nature and treatment of hearing and speech disorders, including the principles and techniques of providing therapy that restores or partially restores normal functioning.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1985], p.96.--18.01)]

This article presents a summary of the overall average salary increases in the discipline/major field of speech/language pathology and audiology from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in speech/language pathology and audiology for both state and private participating institutions by rank, including "new assistant professors," the faculty mix percentage (FAC MIX PCT), and the salary factor. In addition comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transpor- tation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation.. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of speech/language pathology and audiology in the 1986-87 state study means that 32 percent of the faculty in that discipline/ major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of speech/language pathology and audiology in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech/language pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

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                                                                NEW
                                  ASSO             ASST         ASST
             PROF                 PROF             PROF         PROF           INSTRUCTOR        ALL RANKS
          SALARY NUM N/IN   SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN

                                               DISCIPLINE: HEALTH SCIENCES
STATE, 1986-87:                           MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY
AVERAGE
SALARY: 40933 121  49    32483  130  49   26104  138  47   23281  13   11   20827  23   17   32177  412   63
FAC MIX
PCT:      0.29            0.32             0.33             0.03             0.06             1.00
SALARY
FACTOR:   1.03            0.99             0.96             0.89             0.97             0.99

                                                    ALL MAJOR FIELDS

AVERAGE
SALARY: 39819 17564      32676 15205      27122 14268      26202  1869      21466  4423      32611 51460 210
FAC MIX
PCT:      0.34            0.30             0.28             0.04             0.09             1.00

                                               DISCIPLINE: HEALTH SCIENCES
STATE, 1989-90:                           MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY
AVERAGE
SALARY: 47078  121  49   38535  120  41   30496  121  53   29961   21  19   24726  42  27    37250  404   64
FAC MIX
PCT:      0.30            0.30             0.30             0.05             0.10             1.00
SALARY
FACTOR:   1.00            1.00             0.96             1.15             1.01             0.97

                                                    ALL MAJOR FIELDS

AVERAGE
SALARY: 47023 18930      38352 15550      31853 16354      26030  2865      24499  4733      38213 55567 210
FAC MIX
PCT:      0.34            0.28             0.29             0.05             0.09             1.00
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                                               DISCIPLINE: HEALTH SCIENCES
PRIVATE, 1986-87:                         MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY
AVERAGE
SALARY: 41786   11   8   30825   27  12   24992   25  13   23017   3    3   19670   9    5   29080    72  18
FAC MIX
PCT:      0.15            0.38             0.35             0.04             0.13             1.00
SALARY
FACTOR:   1.04            0.99             0.98             0.92             0.96             0.93

                                                    ALL MAJOR FIELDS

AVERAGE
SALARY: 40015  8507      31131  8438      25483  8319      24917  1279      20566  1985      31411 27249 265
FAC MIX
PCT:      0.31            0.31             0.31             0.05             0.07             1.00

                                               DISCIPLINE: HEALTH SCIENCES
PRIVATE, 1989-90:                         MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY
AVERAGE
SALARY: 49761    9   7   36442   22  10   29636   23   8   31333   3    2   24602  10    6   34019    64  16
FAC MIX
PCT:      0.14            0.34             0.36             0.05             0.16             1.00
SALARY
FACTOR:   1.05            0.99             0.97             1.05             1.02             0.91

                                                    ALL MAJOR FIELDS

AVERAGE
SALARY: 47397  9026      36865  8771      30621  9004      29780 1476       24196  1808      37422 28609 265
FAC MIX
PCT:      0.32            0.31             0.31             0.05             0.06             1.00
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will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of speech/language pathology and audiology was reported in 63 of the 210 state (AASCU) institutions. The average salary of the 412 faculty was $32,177. This average salary was 1 percent lower (0.99%) than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of speech/language pathology and audiology was reported in 64 of the same 210 state (AASCU) institutions. The average salary of the 404 faculty was $37,250. This average salary was 3 percent lower (0.97%) than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the discipline/major field of speech/language pathology and audiology after three years in the state institutions studied was 15.8 percent ($37,250 minus $32,177 equals $5,073). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.0 percent or an average of 0.66 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of speech/language pathology and audiology (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries 1.4 percentage points. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in speech/language pathology and audiology is slightly lower at the professor rank than at the assistant professor rank in the 1986-87 state study, (0.29 vs 0.33), and is equal (0.30 vs 0.30) in the 1989-90 state study. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively.

Finally, the hiring rate of new assistant professors in speech/language pathology and audiology in the state study was less than the hiring rate in ALL MAJOR FIELDS: 2.7 percent (11/412) vs. 3.6 percent (1,869/ 51,460), but in 1989-90: it was slightly higher, 5.3 percent (21/404) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of speech/language pathology and audiology was reported in 18 of the 265 private institutions. The average salary of the 72 faculty was $29,080. This average salary was 7 percent lower (0.93%) than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of speech/language pathology and audiology was reported in 16 of the same 265 private institutions. The average salary of the 64 faculty was $34,019. This average salary was about 9 percent (0.91%) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in speech/language pathology and audiology after three years in the private institutions studied was 17 percent ($34,019 minus $20,080 equals $4,939). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real"increase, therefore, in average faculty salaries over the three-year time period is 3.2 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of speech/-language pathology and audiology (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries slightly more than the faculty in speech/-language pathology and audiology. The inflation- adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an avrage of 1.8 percent per year over the three-year period.

In the discipline/major field of speech/language pathology and audiology, the reader may note that the faculty mix percentage at the professor rank is dramatically lower than at the assistant professor rank in the 1986-87 private study: 0.15 vs. 0.35 , and is lower than at the assistant professor rank in the 1989-90 private study: 0.14 vs. 0.36. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-900, respectively. In other words ALL MAJOR FIELDS had a higher percentage of professors and a lower percentage of assistant professors in both the 1986-87 and the 1989-90 private studies when compared to audiology and speech pathology.

Finally, the reader may note that the hiring rate of new assistant professors in audiology and speech pathology in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 4.2 percent (3/72) vs. 4.7 percent (1,279/ 27,249) respectively; and in 1989-90, 4.7 percent (3/64) vs.

5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of audiology and speech pathology is less than ALL MAJOR FIELDS in both the private studies of 1986-87 and 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 952 (.6%) faculty in the discipline/major field of speech/language pathology and audiology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology is currently (1989-90) some 3 percent below the overall average faculty salaries of ALL MAJOR FIELDS in the state study, and is 9 percent below ALL MAJOR FIELDS in the private study. The average faculty salary for speech pathology and audiology in the state institutions was 10.6 percent more than that in the private institutions in 1986-87. The overall salary average in the private institutions is now (1989-90), 9.5 percent below that of the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in speech pathology and audiology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Speech/language pathology and audiology faculty salaries in both the state and private institutions received overall salary increases for three years above the cost-of-living. Speech/language pathology and audiology faculty in both the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Speech/language pathology and audiology faculty in both the state and private institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of speech/language pathology and audiology the assistant professor rank have a much greater percentage in the two state studies (1986-87 and 1989-90) or is equal to the full professor rank in ALL MAJOR FIELDS> However, in the two private studies (1986-87 and 1989-90), the assistant professor rank is far greater than the professor rank.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in audiology and speech pathology, and in other disciplines/major fields, on an annual basis.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN STUDENT COUNSELING AND PERSONNEL SERVICES FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Anna Suddreth

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of student counseling and personnel services in the *CIP* is as follows:

> An instructional program that describes the theories, methods, functions, operations, and services involved in the personal, social, educational, and vocational development of students and the principles and techniques of managing, directing, and developing an organized unit providing student services within an educational institution.*

[*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 70.--13.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of student counseling and personnel services faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of student counseling and personnel services in the 1986-87 state study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of student counseling and personnel services in the 1986-87 state study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of student counseling and personnel services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
STATE, 1986-87: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	40042	189	56	32196	98	44	24925	87	44	23799	18	13	19461	11	7	34040	385	61
FAC MIX PCT:	0.49			0.25			0.23			0.05			0.03			1.00		
SALARY FACTOR:	1.01			0.99			0.92			0.91			0.91			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION																		
STATE, 1989-90: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	48065	202	58	37069	131	49	30975	103	45	30113	27	20	28114	11	5	40413	447	58
FAC MIX PCT:	0.45			0.29			0.23			0.06			0.02			1.00		
SALARY FACTOR:	1.02			0.97			0.97			1.16			1.15			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1986-87: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	38063	18	5	29083	17	9	24138	9	8							31745	44	13
FAC MIX PCT:	0.41			0.39			0.20									1.00		
SALARY FACTOR:	0.95			0.93			0.95									1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1989-90: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	48064	25	6	36305	23	9	31453	14	8	32260	5	3	24279	2	2	39461	64	11
FAC MIX PCT:	0.39			0.36			0.22			0.08			0.03			1.00		
SALARY FACTOR:	1.01			0.98			1.03			1.08			1.00			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel sevices was reported in 61 of the 210 state (AASCU) institutions. The average salary of the 385 faculty was $34,040. This average salary was approximately 4 percent (1.04%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/mmajor field of student counseling and personnel services was reported in58 of the same 210 state (AASCU) institutions. The average salary of the 447 faculty was $40,413. This average salary was approximately 6 percent (1.06%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the state institutions studies was 18.7 percent ($40,413 minus $34,040 equals $6,373). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.9 percent or an average of 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of student counseling and personnel services (18.7%), therefore, the faculty in ALL MAJOR

FIELDS decreased their salaries by 1.5 percentage points (17.2% minus 18.7% equals -1.5%) more than faculty in the discipline/major field of student counseling and personnel services. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor rank in both the state studies: 0.49 vs. 0.23 (1986-87) and 0.45 vs. 0.23 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both of the state studies.

Finally, the hiring rate of new assistant professors in the state studies in student counseling and personnel services was higher than ALL MAJOR FIELDS in 1986-87, 4.7 percent (18/385) vs. 3.6 percent (1,869/51,460), respectively, and higher also in 1989-90, 6.0 percent (27/447) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 13 of the 265 private institutions. The average salary of the 44 faculty was $31,745. This average salary was approximately 1 percent (1.01%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 11 of the same 265 private institutions. The average salary of the 64 faculty was $39,461. This average salary was approximately 5 percent (1.05%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was 24.3 percent ($39,461 minus $31,745 equals $7,716). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 10.5 percent or 3.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of student counseling and personnel services (24.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.2 percent (24.3% minus 19.1% equals 5.2%) less than faculty in student counseling and personnel services. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of student counseling and personnel services, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.41 vs. 0.26 (1986-87), respectively; and 0.39 vs. 0.21 (1989-90), respectively. This is dissimilar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. ALL MAJOR FIELDS has lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in student counseling and personnel services in the private studies was less than the hiring rate in ALL MAJOR FIELDS in 1986-87, 0 percent (0/44) vs. 4.7 percent (1,279/27,249), respectively; and higher in 1989-90, 7.8 percent (5/64) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 940 (.58%) faculty in the discipline/major field of student counseling and personnel services participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of student counseling and personnel services is currently (1989-90) some 6 percentage points below and 5 percent above the overall faculty salary factor in ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for student counseling and personnel services in the private institutions was over 7 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) approximately 2 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in student counseling and personnel services, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of student counseling and personnel services faculty salary in both the state and private institutions was also ahead of faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of student counseling and personnel services the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. It appears that a higher percentage of new assistant professors is being hired in private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in student counseling and personnel services, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Anna Suddreth is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of visual and performing arts in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the creation and perception of auditory, kinesthetic, and visual phenomena which express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1985], p. 157.--50.)]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of visual and performing arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professor of visual and performing arts in the 1986-87 state study means that 38 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .91 for assistant professors in the discipline/major field of visual and performing arts in the 1985-86 state study means that their salaries are 9 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87:	DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS																	
AVERAGE SALARY:	37251	192	52	30491	283	56	24749	225	54	23390	30	17	20684	43	28	29931	743	69
FAC MIX PCT:	0.26			0.38			0.30			0.04			0.06			1.00		
SALARY FACTOR:	0.94			0.93			0.91			0.89			0.96			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90:	DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS																	
AVERAGE SALARY:	44304	218	64	35857	249	58	28900	256	70	26707	31	18	23999	59	31	35039	782	78
FAC MIX PCT:	0.28			0.32			0.33			0.04			0.08			1.00		
SALARY FACTOR:	0.94			0.93			0.91			1.03			0.98			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87:	DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS																	
AVERAGE SALARY:	36870	97	27	29468	106	36	24058	127	42	20611	15	10	20164	35	23	28660	365	58
FAC MIX PCT:	0.27			0.29			0.35			0.04			0.10			1.00		
SALARY FACTOR:	0.92			0.95			0.94			0.83			0.98			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90:	DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS																	
AVERAGE SALARY:	43740	137	33	35348	160	44	28823	174	47	28546	24	13	23971	29	14	34716	500	65
FAC MIX PCT:	0.27			0.32			0.35			0.05			0.06			1.00		
SALARY FACTOR:	0.92			0.96			0.94			0.96			0.99			0.93		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 69 of the 210 state (AASCU) institutions. The average salary of the 743 faculty was $29,931. This average salary was approximately 8 percent (0.92%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of visual and performing arts was reported in 78 of the same 210 state (AASCU) institutions. The average salary of the 782 faculty was $35,039. This average salary was approximately 8 percent (0.92%) lower than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the state institutions studied was 17.1 percent ($35,039 minus $29,931 equals $5,108). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of visual and performing arts (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percentage points (17.2% minus 17.1% equals

0.1%) more than faculty in the discipline/major field of visual and performing arts. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in visual and performing arts was lower at the professor rank than at the assistant professor rank in both the state studies: 0.26 vs. 0.30 (1986-87) and 0.28 vs. 0.33 (1989-90), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors, but a lower percentage of assistant professors compared to visual and performing arts in both state studies.

Finally, the hiring rate of new assistant professors in visual and performing arts was slightly higher in the 1986-87 study: 4 percent (30/743) vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in visual and performing arts in 1989-90 was 4 percent (31/782) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of visual and performing arts was more than that for ALL MAJOR FIELDS in the 1986-87 study but less in the 1989-90 state study.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 58 of the 265 private institutions. The average salary of the 365 faculty was

$28,660. This average salary was approximately 9 percent (0.91%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the field of visual and performing arts was reported in 65 of the same 265 private institutions. The average salary of the 500 faculty was $34,716. This average salary was approximately 7 percent (0.93%) lower than the average of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the private institutions studied was 21.1 percent ($34,716 minus $28,660 equals $6,056). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 7.3 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of visual and performing arts (21.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (21.1% minus 19.1% equals .2%) more than faculty in the discipline/major field of visual and performing arts. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that in the field of visual and performing arts, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in both the private studies: 0.27 vs. 0.35 (1986-87), respectively; and 0.27 vs. 0.35 (1989-90), respectively. This is quite different from the FAC MIX PCT for the professor and assistant professor ranks in ALL MAJOR

FIELDS: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in the visual and performing arts in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1986-87, 4.1 percent (15/365) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 4.8 percent (24/500) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,390 (1.5%) faculty in the discipline/major field of visual and performing arts participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of visual and performing arts is currently (1989-90) some 8 and 7 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies. The average faculty salary for visual and performing arts in the private institutions was approximately 4 percent less in comparison to that in the state institutions in 1986-87 and less than 1 percent in 1989-90.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in visual and performing arts in both the state and private institutions received overall salary increases for three years above the cost-of-living. The "real"salaries of visual and performing arts faculty in both the state and private institutions were equal to or lagged behind those in ALL MAJOR FIELDS during this same period. Visual and performing arts faculty in both the state and private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of visual and performing arts for 1989-90, the assistant professor rank has a higher percentage of faculty compared to full professor rank in both the state and private institutions. The full professor rank appears to be increasing in the state institutions, whereas in the private institutions the percentage remains the same. It seems a larger percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in visual and performing arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda Smith is associate director of the Office of Career Development at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (O
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)

Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Millikin University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265